



## Launch of Long-Term Incentive Plan

In accordance with the Remuneration Policy approved at the annual general meeting on 17 December 2019, Ambu A/S has today launched a long-term incentive plan for the Executive Board. In addition, 186 key employees in the global organisation are enrolled in the plan on similar terms. In the plan, the Executive Board receives a total of up to 66,410 Performance Share Units (PSUs) while key employees receive a total of up to 139.266 PSUs. Each PSU may at vesting – on 1 January 2024 – be converted to one B share in Ambu A/S subject to the terms of the program.

The plan covers the financial year 2020/21, and the PSUs will be allocated based on how targets for organic revenue growth for 2020/21 are achieved. Final allocation will be within 0-100% of the grant. The aggregate fair market value of the total allocation at the time of grant equals DKK 43m.

Depending on the future development of the share price of the Ambu B share, the value of the PSUs will, at the time of vesting, be capped at four times the annual base salary measured at the time of the grant.

The share price used for calculating the number of PSUs has, in accordance with the policy, been the day of the annual general meeting in Ambu A/S in December 2020 and the following four trading days (9-15 December 2020).

## Contacts

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### About Ambu

Ambu has been bringing the solutions of the future to life since 1937. Today, millions of patients and healthcare professionals worldwide depend on the efficiency, safety and performance of our single-use endoscopy, anaesthesia, and patient monitoring & diagnostics solutions. The manifestations of our efforts have ranged from early innovations like the Ambu® Bag™ resuscitator and the Ambu® BlueSensor™ electrodes to our newest landmark solutions like the Ambu® aScope™ – the world's first single-use flexible endoscope. Moreover, we continuously look to the future with a commitment to deliver innovative quality products that have a positive impact on the work of doctors, nurses and paramedics. Headquartered near Copenhagen in Denmark, Ambu employs approximately 4,000 people in Europe, North America and the Asia Pacific. For more information, please visit [ambu.com](http://ambu.com)